

Board of Directors

Values and Practices

Our Values

- We believe that authentic, genuine community engagement is core to advancing equity and justice and transforming systems.
- We honor and uphold our fiduciary responsibility for the stewardship, governance and effectiveness of the organization and disrupt traditional board structures and historic governance norms by centering lived experience alongside professional expertise.
- We aspire to build a Board culture where our lived experiences will build greater understanding and respect, reduce stigma and discrimination, and improve the quality, relevance and knowledge translation of the work.
- We value relationships over process and human centered communication, taking the time to craft intentional communications and build relationships through meeting our Board Member responsibilities rather than just checking off tasks.
- We acknowledge that power dynamics exist and actively seek to shift traditional power dynamics through our board work and in conducting all board meetings.

Our Practices

Adapted from the [RM Workplace Culture and Intentions](#):

As Resource Media Board members we strive in our interactions with each other – and with staff and funders – to disrupt oppressive workplace culture that stems from capitalism, racism, sexism, perfectionism, ableism, cisnormativity, and white supremacy. We seek to elevate relationships, and to restore the “human” into our practices and norms. We're not perfect at this, and it's not about perfection. Rather, it's about intention, about trying. We want and value input on how we're doing in centering our values through our practices from each other, as colleagues working to support Resource Media.

Here are some of the **PRACTICES** we use to bring our **VALUES** into our roles and work as Board members:

- Check in with each other on a personal level first in genuine inquiry, during conversations and meetings.
- Take the time in composing communication with thoughtfulness and humanity, understanding that otherwise such communication can land as impersonal and soulless.
- Demonstrate understanding, and offering support, not judgment around meeting deadlines and on time meeting arrivals/departures - recognizing that individuals operate under differing constraints and conditions.
- Be aware of *when* to communicate with each other, so as to be respectful of time off and work schedules that are different for different people.
- Engage in active listening, recognizing power dynamics, and practicing self-awareness about how we show up and the space we take up in calls, conversations and meetings; being proactive about creating space for each person, with mindfulness and curiosity.
- Stay attuned to happenings in the world that affect people across many identities. Demonstrate understanding of how such events may impact colleagues during and after those events.
- Be mindful about microaggressions and the impact they have on colleagues. Seek to understand microaggressions and how to stop them.
- Facilitate distributed decision-making creatively by thinking expansively about whose voices are centered in a decision or choice, rather than defaulting to traditional hierarchy, especially within the normative Board-staff dynamics.
- Know and share about the First Nations and Indigenous peoples whose land we occupy in the spaces we live, work and meet.
- Ask up-front about accessibility needs to enable participation by all in meetings and video conferences.
- Share pronouns along with names and other introductory information at the start of calls and meetings.

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WE ALIGN TO THE RESOURCE MEDIA EQUITY STATEMENT:

At Resource Media, we believe that equity is the cornerstone of progress toward a just and sustainable world. This means we need to fight institutional and systemic injustice in all its forms.

We embrace and honor differences in age, culture, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, socioeconomic status, veteran status, and other characteristics that make our employees and our partners unique.

We believe it is a strategic and moral imperative to build cultural competence and fight oppression in all its forms, both within our organization and in the work that we do.

We commit to:

- Modeling equity in all our relationships through our Workplace Culture and Intentions on how we engage with partners and with each other.
- Pursue ongoing learning, self-reflection, candor and transparency about equity and justice in our organization and in our work.
- Build relationships and partnerships that dismantle interlocking systems of oppression and shift power to marginalized communities.
- Evaluate our decision-making and strategy through the lens of equity and justice.
- Conduct regular and public assessments of our progress and effectiveness on equity issues.
- Dedicate two percent of all our revenue to our Equity Impact Program to enable us to respond to more opportunities and needs that arise from those working in diverse and historically marginalized communities.